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13
UNITED STATES DISTRICT COURT
DISTRICT OF NEVADA

14 U.S. EQUAL EMPLOYMENT
 15 OPPORTUNITY COMMISSION,

16 Plaintiff,

17 v.

18 ABC Phones of North Carolina, Inc. d/b/a
 19 Victra

20 Defendant.

21 Case No. 3:24-cv-00444-MMD-CLB

22 **ORDER ENTERING CONSENT**
DECREE

23 The Court, having considered the proposed Consent Decree submitted by Plaintiff U.S.
 24 Equal Employment Opportunity Commission (EEOC) and Defendant ABC Phones of North
 25 Carolina, Inc. d/b/a Victra, filed concurrently herewith, HEREBY ORDERS THAT the Consent
 26 Decree be, and hereby is, approved as the final decree of this Court in full settlement of Plaintiff
 27 EEOC's claims. The EEOC's complaint is hereby dismissed with prejudice and without costs or
 28 attorneys' fees. The Court retains jurisdiction of this matter for purposes of enforcing the
 Consent Decree approved herein until it expires according to its terms.

1 IT IS SO ORDERED.
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3 Dated: August 8, 2025



4
 5 HON. MIRANDA M. DU
 6 UNITED STATES DISTRICT JUDGE
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10 Respectfully submitted on August 7, 2025
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12 BY: /s/ Roberta L. Steele

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EXHIBIT A



NOTICE TO APPLICANTS AND EMPLOYEES

This Notice has been posted pursuant to the Consent Decree entered in the matter of *U.S. Equal Employment Opportunity Commission v. ABC Phones of North Carolina, Inc d/b/a Victra* ("Victra"), Case Number 3:24-cv-00444-MMD-CLB, which was filed in the United States District Court for the District of Nevada. The Consent Decree resolved litigation surrounding disputed allegations of sex discrimination, pregnancy discrimination and disability discrimination.

Federal law requires that there be no discrimination against any employee or applicant on the basis of that individual's age, race, color, religion, national origin, genetic information, sex, pregnancy, or disability, including a record of or perceived disability, with respect to hiring, promotion, demotion, terms and conditions of employment, and/or termination.

Federal law prohibits retaliation against any applicant or employee who complained of discrimination, cooperates with the investigation of a discrimination complaint, or participates as a witness or potential witness in a discrimination investigation or legal proceeding, or otherwise exercises their rights under the law.

It is the policy of Victra to comply with all provisions of Federal discrimination law, including but not limited to Title VII of the Civil Rights Act of 1964, as amended by the Pregnancy Discrimination Act, and the Americans with Disabilities Act. Victra will maintain policies, and will review and revise its existing policies, as necessary, to ensure compliance with Federal laws prohibiting discrimination and retaliation. Any Victra employee who is found to have violated Victra's policies prohibiting discrimination or retaliation will be subject to discipline up to and including termination.

If you have any complaints of discrimination or retaliation, you report it to: (1) the HR Hotline (919-325-2160); (2) SpeakUp@victra.com; (3) a Human Resources representative; or (4) by submitting a ticket in Vision. Employees also have the right to submit complaints of discrimination to any office of the U.S. Equal Employment Opportunity Commission, which can be located online at <https://publicportal.eeoc.gov/> or by phone at 1.800.669.4000.

This notice shall remain prominently posted at all facilities until _____, 20 ___. This Official Notice shall not be altered, defaced, covered or obstructed by any other material.